

WELCOME

2017 Employer Seminar



Office of Employer Ombudsman

Purpose

- Serve as a liaison between the Agency and it's employer customers
- Provide accurate, professional and timely assistance
- Address concerns within 3-5 business days
- Collection, Benefit, and Tax agents available to assist you and answer your questions in these areas as well as some MiWAM



Office of Employer Ombudsman

How can we assist you?

- Experiencing problems with your account, contact OEO as quickly as possible
- When calling OEO, the voicemail message will identify the approximate wait time
- If you are unable to wait on the phone, email us:
 OEO@michigan.gov
- When calling or emailing us, please have your employer number and letter identification number available.



Office of Employer Ombudsman

Contact us toll free:
 1-855-484-2636 or 1-855-4UIAOEO

Email us:

OEO@michigan.gov

If you wish to share your comments regarding the service provided by OEO, ask to speak with the Office of Employer Ombudsman manager.



Work Share

A Layoff Aversion Program for Employers



What is Work Share?

- An option for employers to reduce employee hours instead of cutting the workforce.
- Preserve jobs and a trained workforce during economic declines by providing pro-rated benefits to workers who hours are reduced.
- Rather than being laid off, employees work a reduced number of hours and receive a portion of their potential weekly unemployment compensation based on the percentage of the reduction in hours.



Eligibility Requirements:

- Unemployment taxes must be current
- Experience account balance must have "positive reserve"
- Must have paid wages for 12 of the previous quarters



WORK-SHARE PLANS

To view details or modify an existing approved Work-Share plan, please select from the list below. To begin a new Work-Share plan application please click the button to the right.

Work-Share Plan Application

		Import	Cancel
• WORK-SHARE PLAN APPLICATION EMPLOYEES			
Welcome to the Michigan UIA Work-Share Application. You will be asked a proposed Work-Share Plan can be approved by UIA. Confirmation of your a (s) why your plan cannot be approved, will be sent to you today via a web no Please provide responses to the following questions and statements careful	pproved plan, or an explanation of the reaso otice after the application has been submitte		
What is the name of the work unit to be covered by your Plan?:	1		
How many employees work in the affected work unit?:	Required		
Are all employees in the unit covered by the proposed Work-Share Plan?:	Required		
What is your proposed start date of the Work-Share Plan?:	Required		
What is your proposed end date of the Work-Share Plan?:	Required		
Does your plan cover the entire 52-week plan period, or just certain weeks?	:		
Entire Plan Period Certain Weeks			
Is this Work-Share Plan application an amendment for a prior Work-Share F	Plan?		
Yes No			
What is the percentage of work reduction proposed for this unit?:	Required		
Please read the following carefully:			
I will provide full and complete reports to the unemployment agency relating Share plan as required by the unemployment agency.	to the operation of this Work-		
I agree I O I O I O I O I O I O I O I O I O I			
I will not hire new employees in, or transfer employees to, the work unit cove effective period of the Work-Share plan.	ered by this plan during the		
I agree O I O I O I O I O I O I O I O I O I O			



Work Share, Manage Plan

WORK-SHARE PLANS

To view details or modify an existing approved Work-Share plan, please select from the list below. To begin a new Work-Share plan application please click the button to the right.

Work-Share Plan Application

Filter								
Plan Number	Unit Name	Reduction %	Begin	End	Status			
	REVENUE	45%	01-Feb-2015	05-Sep-2015	Approved	View Plan	File Certification	Terminate Plan









Work Share questions? Call 844-967-5747

- Option 1 employers interested in additional information about work share
- Option 2 assistance with enrollment
- Option 3 employers or claimants with questions about your active Work Share plans



BENEFITS

UNDERSTANDING and PROTECTING YOUR RATE



A contributing employer's state unemployment tax rate is based on the history of charges and unemployment tax payments. The key to controlling charges is understanding them and knowing how to avoid them:

- Understand how the claimant qualifies monetarily.
- Understand how the claimant can be disqualified or held ineligible and how to raise those issues if appropriate.



The claimant must have been paid sufficient wages in the "Base Period" of the claim to qualify for benefits.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 5	Quarter 6
				Lag Quarter	Claim filed

The "Base Period" is normally the first 4, of the last 5, completed calendar quarters.



The claimant must have been paid sufficient wages in the "Base Period" of the claim to qualify for benefits. To determine if the claimant has been paid sufficient wages in the "Base Period" to qualify for benefits; two criteria must be met:

- Claimant must have "High Quarter" gross wages of at least \$3,298; and
- Claimant must have total gross Base Period wages of at least 1.5 times "High Quarter" gross wages

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 5	Quarter 6
	Emp A =	Emp B =	Emp C =	Lag Quarter	Claim filed
Emp A =	\$2850	\$2350	\$3500	_	
\$2500	Emp B =	Emp C =	Emp D =	Emp D =	Emp D =
	\$1735	\$500	\$1500	\$500	\$150



The claimant must have been paid sufficient wages in the "Base Period" of the claim to qualify for benefits.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 5	Quarter 6
				Lag Quarter	Claim filed
				3	

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 5	Quarter 6
				Lag Quarter	Claim filed

If the claimant does not have sufficient wages in the standard "Base Period" to establish a claim, the Agency will check the wages in the claimant's "Alternate Base Period," which is the last 4 completed calendar quarters.



If the claimant does not have sufficient wages in the Standard or Alternate "Base Periods" to establish a claim, the Agency will apply the "Alternate Earnings Qualifier" which requires 1) wages in at least 2 calendar quarters, and 2) the total gross base period wages of at least 20 x "State Average Weekly Wage" (20 x \$965.62 = \$19,312.40).

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 5	Quarter 6
				Lag Quarter	Claim filed



- Once the claimant has qualified for a claim based on Base Period wages, the Agency calculates the claimant's weekly benefit amount:
- The gross, high quarter wage is multiplied by 4.1% (0.041). In addition, \$6.00 is added for each claimed dependent, up to 5. Then the result is rounded down to the next lower dollar amount. That is the worker's weekly benefit amount. But the weekly benefit amount is capped by law at \$362.



- Once the claimant's weekly benefit amount is calculated, the maximum number of weeks allowed on the regular state claim is calculated.
- The claimant's total, gross wages in the base period of the claim are multiplied by 43% (0.43), and the result is divided by the claimant's calculated weekly benefit amount.
- That result is then rounded down to the nearest ½ number, and that is the number of weeks of benefits payable on the claim.
- But the minimum is set by law at 14 and the maximum at 20.



Benefits are payable on a new claim within a 52week period called a "Benefit Year."





How an employer's account is charged for benefits:

- "Last" (most recent) employer is charged 100% of the first 2 weeks of benefits, if that employer paid the claimant at least \$2,072 in gross wages in the claimant's last period of employment with that employer.
- Each Base Period employer is charged, beginning with week 3, the same percentage of the weekly benefit amount as the employer's percentage of Base Period wages.



How an employer's account is charged for benefits:

Weekly Benefit Amount \$219 Number of Weeks 15.5

Employer Name	Base Period Wages	Separation Reason (reported by claimant)	Separating Employer Charge	Non-Charge Amount	Total Potential Maximum Charge to Account
THE PET SHOP	\$5,357.85	Fired	\$0.00	\$0.00	\$1,950.08
SPARKS BAKERY	\$2,764.63	Fired	\$438.00	\$0.00	\$1,444.43

Total Base Period Wages: \$8122.48

The Pet Shop percentage of base period wages: 65.96%

Weekly benefit rate multiplied by percentage of base period wages: \$144.45

Weekly percentage multiplied by number of weeks: \$1950.08

Sparks Bakery percentage of base period wages: 34.04%

Separating Employer is charged the first two weeks: \$438.00

Weekly benefit rate multiplied by percentage of base period wages: \$74.55

Weekly percentage multiplied by number of weeks: \$1444.43



UIA 1575E (Rev. 10-13) Rick Snyder GOVERNOR



State of Michigan Talent Investment Agency Unemployment Insurance Agency 3024 W Grand Blvd, Detroit, MI 48202 www.michigan.gov/uia



Authorized By MCL 421.1 et seq. Sharon Moffett-Massey DIRECTOR



MONETARY DETERMINATION

Dear SPARKS BAKERY,

JUDY DEVRIES's claim for unemployment insurance benefits was filed on 04/18/2016. The claim has been processed to determine if JUDY DEVRIES has met the requirements and is monetarily eligible to receive benefits.

It is determined that JUDY DEVRIES is able to establish a claim for unemployment benefits. The claimant meets the monetary requirements and is entitled to receive benefits as long as the claimant is not disqualified or held ineligible for other reasons.

The claimant's separation with you has been previously adjudicated. You were sent a determination which contained your protect rights. The concretion contact he protected

monetary

This dete

Claim Information

• Claimant Casi

- Claimant Social Security number: 741-52-1111
- Benefit year begins (BYB): 04/03/2016
- Benefit year ends (BYE): 04/01/2017
- Weekly benefit amount: \$362.00. Figure based on high quarter wages of \$15,000.00
- Number of dependents: 0
- Number of weeks of benefits: 20.00
- Base period begins 01/01/2015 and ends 12/31/2015



UIA 1575E (Rev. 10-13) Letter ID:

L0029301677

Employer Name	Base Period Wages	Separation Reason (reported by claimant)	Separating Employer Charge	Non-Charge Amount	Total Potential Maximum Charge to Account
SPARKS BAKERY	\$30,000.00	Fired	\$724.00	\$0.00	\$7,240.00

Employer Charging Messages

 Total Potential Maximum Charge is the full amount charged to your account if the claimant is paid the full weeks of benefits (no earnings/remuneration to reduce any benefit payments and

Employer Charging Messages

- •Total Potential Maximum Charge is the full amount charged to your account if the claimant is paid the full weeks of benefits (no earnings/remuneration to reduce any benefit payments and all weeks allowed are paid).
- Charges to your account are transferred to the Non-chargeable Benefit Account (NBA) effective 16-Mar-2014 because of a previous separation decision.
- Your account is not being charged effective 16-Mar-2014.

charged proportionally to the base period employers.

If your request for a redetermination of chargeability is received after the 30-day period, it will be denied unless you establish a good cause for failure to protest within the 30-day period.

How to Protest

- Protests must be made in writing. You can submit your protest on your MiWAM account,
- or mail or fax your protest to the UIA address listed on the front of this form.
- Clearly state the reason for disagreeing with the (re)determination.
- List the claimant's name and Social Security number.
- Include the company name and UIA account number.
- Provide supporting documentation to support your protest.

For assistance, call the Office of Employer Ombudsman at 1-855-484-2636 (TTY callers use 1 -866-366-0004).



UIA 1575E Letter ID: L0000077455 (Rev. 10-13)

Other Protests

In addition to specifically protesting this determination, you may also use the charts below to notify the UIA of any other circumstances regarding possible disqualification of ineligibility for benefits using the same "How to Protest" rules shown earlier.

Claimant Name: JON JAMES

Social Security Number: 333-55-1111

If you are making special payments to the claimant after the Benefit Year Beginning (BYB) date,

Additional Information:

Separation Information

The claimant indicated the separation reason with you as laid off. If you are reporting a different separation reason that is possibly disqualifying, please complete the information below. Check the box that applies to the claimant's separation with you.

☐ Discharged/Fired ☐ Volunta	ary Quit □ V	oluntary Retirement	☐ Labor Dispute		Other
------------------------------	--------------	---------------------	-----------------	--	-------

If you are paying the claimant a retirement pension, complete the information below

	Monthly	Effective	Date of First	Check the box below	that reflects the amou	unt the claimant
ļ	Amount	Date	Payment	contributed to his/her	retirement.	_
ì						
				Did not contribute	Contributed less than 1/2 the cost	Contributed 1/2 or more of cost

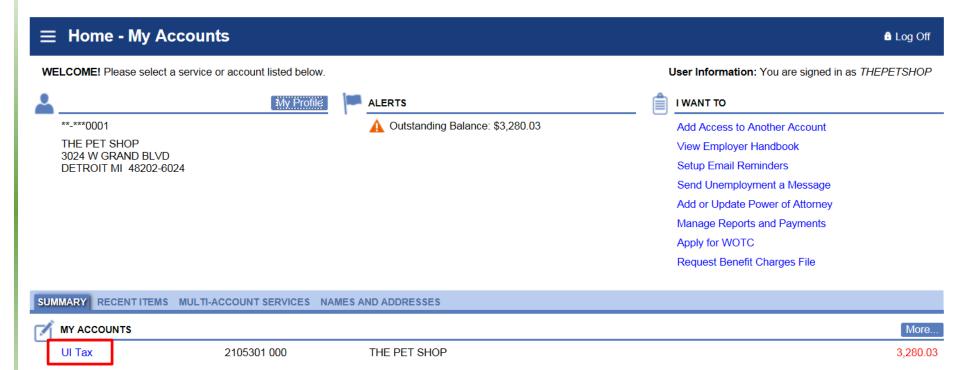
Additional Information:

Separation Information

The claimant indicated the separation reason with you as QUIT. You are being sent separate correspondence with fact-finding questions through your MiWAM account and/or a separate mailing. Please respond to those questions as requested.



Monetary Determinations







2105301 000

THE PET SHOP

3024 W GRAND BLVD

DETROIT MI 48202-6024

My Profile





A Outstanding Balance: \$3,280.03

I WANT TO

Send Unemployment a Message

View My Accounts

Make a payment

Manage Reports and Payments

Set Mail Preference

Register Location Account

Use Voluntary Payment Worksheet

Payment Voucher

Register for Work-Share

PERIODS RECENTITEMS ACCOUNT SERVICES NAMES AND ADDRESSES

REPORTS AND PAYMENTS

Automated Payments

Schedule Automated Payment(s) (Desktop mode only)

BENEFIT SERVICES

Bulk Vacation, Holiday, Bonus

Determinations and Decisions

School Denial

Seeking Work Waiver

View Benefit Charges & Credits

Report Vacation, Holiday, Bonus Pay For Multiple Employees

Issue Status and Protestable Determinations

School Recess Period Questionnaire

Request for Registration and Seeking Work Waiver (RSW)

View & Protest Benefit Charges and Credits - 1770/1136

Clearance of Account

Request for Waiver Request for Waiver of Penalty & Interest

Tax Protest Tax Protest

BENEFIT SERVICES

School Denial

Bulk Vacation, Holiday, Bonus Report Vacation, Holiday, Bonus Pay For Multiple Employees

Determinations and Decisions Issue Status and Protestable Determinations

School Recess Period Questionnaire

Request for Registration and Seeking Work Waiver (RSW) View & Protest Benefit Charges and Credits - 1770/1136

Seeking Work Waiver View Benefit Charges & Credits



Monetary Determinations

Home - My Accounts » Account: 2083902 000 » Determinations/Decisions

Help Log Off

Due to our recent upgrades, correspondence details are only available for letters issued on or after October 1, 2013

ISSUE

FACT FINDING

BENEFIT DETERMINATIONS AND DECISIONS

Determinations and Decisions that are associated to your account are listed below. If you wish to file a protest or appeal, please click the applicable link under **Action**. Note that once a protest or appeal is filed, a new determination must be issued before the issue can be acted upon again.

Filter						
Sent	Letter ID	Issue/Decision Type	Claimant	Claimant SSN Claim ID	Status	Action
		Misconduct - Poor Attendance	SUSAN ROOZEBOOM	***-**-1111	Pending Fact Finding - Add Additional Docs?	In Progress
04/19/2016	L0029301677	Monetary (Re)Determination	JUDY DEVRIES	***-**-1111	Determination Issued	File Protest
04/19/2016	L0029301594	Monetary (Re)Determination	RITA MILLER	***-**-1111	Determination Issued	File Protest
04/19/2016	L0029301539	Monetary (Re)Determination	RITA MILLER	***-**-1111	Determination Issued	File Protest
04/19/2016	L0029301428	Monetary (Re)Determination	STEVE SPARKS	***-**-1111	Determination Issued	File Protest
04/19/2016	L0029301242	Monetary (Re)Determination	SUSAN ROOZEBOOM	***-**-1111	Determination Issued	File Protest
04/19/2016	L0029301201	Monetary (Re)Determination	KRISTINE SPARKS	***-**-1111	Determination Issued	File Protest
04/19/2016		Misconduct - Poor Attendance	JUDY DEVRIES	***-**-1111	Issue Closed, Level 1	File Protest
04/19/2016		Voluntary Quit - Personal Reasons	STEVE SPARKS	***-**-1111	Issue Closed, Level 1	Not Adversely Affected

9 Rows



Monetary Determinations

Home - My Accounts » Account: 2083902 000 » Determinations/Decisions

Help Log Off

Due to our recent upgrades, correspondence details are only available for letters issued on or after October 1, 2013

ISSUE

FACT FINDING

BENEFIT DETERMINATIONS AND DECISIONS

Determinations and Decisions that are associated to your account are listed below. If you wish to file a protest or appeal, please click the applicable link under **Action**. Note that once a protest or appeal is filed, a new determination must be issued before the issue can be acted upon again.

Filter								
Sent	Letter ID	Issue/Decision Type	Claimant	Claimant SSN Claim ID	Status	Action		
		Misconduct - Poor Attendance	SUSAN ROOZEBOOM	***-**-1111	Pending Fact Finding - Add Additional Docs?	In Progress		
04/19/2016	L0029301677	Monetary (Re)Determination	JUDY DEVRIES	***-**-1111	Determination Issued	File Protest		
04/19/2016	L0029301594	Monetary (Re)Determination	RITA MILLER	***-**-1111	Determination Issued	File Protest		
04/19/2016	L0029301539	Monetary (Re)Determination	RITA MILLER	***-**-1111	Determination Issued	File Protest		
04/19/2016	L0029301428	Monetary (Re)Determination	STEVE SPARKS	***-**-1111	Determination Issued	File Protest		
04/19/2016	L0029301242	Monetary (Re)Determination	SUSAN ROOZEBOOM	***-**-1111	Determination Issued	File Protest		
04/19/2016	L0029301201	Monetary (Re)Determination	KRISTINE SPARKS	***-**-1111	Determination Issued	File Protest		
04/19/2016		Misconduct - Poor Attendance	JUDY DEVRIES	***-**-1111	Issue Closed, Level 1	File Protest		
04/19/2016		Voluntary Quit - Personal Reasons	STEVE SPARKS	***-**-1111	Issue Closed, Level 1	Not Adversely Affected		

9 Rows



File Monetary Protest/Appeal

Are you protesting the separation reason only? Yes No				
First Day Worked	Required	E		
Last Day Worked	Required	Require		
Separation Reason	Required	•		
Separation Circumstance	Please Select the Separa	Please Select the Separation Reason.		
I wish to protest or appeal the (re)determination for the following reason(s). If you wish to attach supporting documentation. Required	, please see the instructions abo	ove.		



File Monetary Protest/Appeal

Attachment Instructions:

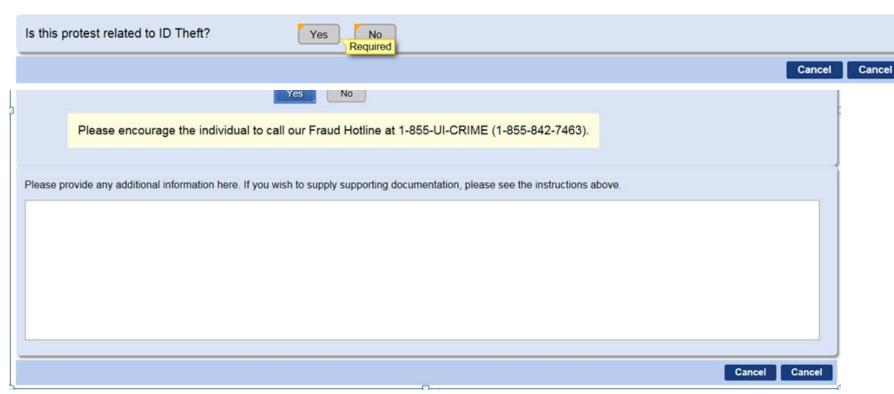
To add the attachment please click the 'Add' link at the top of the page.

To remove an unwanted attachment, click the red 'X' to the far right of the item in the attachment panel.

Once all attachments have been added, please click the 'Submit' button located to the upper or lower right.

Letter ID L0036184432 Claimant Name SUSAN ROOZEBOOM

Letter Sent 03/03/2017 Claimant SSN ***-**-1111





Monetary Determinations

Benefits payable to the claimant in a week are reduced by the following kinds of payments:

Earnings for services performed in the week (even if not paid during that week).

Vacation pay, holiday pay, or severance pay **paid** in the week

Vacation pay, holiday pay, or severance pay allocated by the employer to the week, even if not actually paid in that week.

To allocate *vacation pay* to a specific week(s), the employer must inform the claimant, in writing, before the last day of work prior to the period of allocation, of:

1) the fact of the allocation,

2) the period it will cover, and3) the fact that the allocation could render the claimant ineligible for unemployment benefits for the week(s) of the a allocation period.



Monetary Determinations

These payments reduce benefits using two rules:

- For every \$1.00 earned in a week (or received/allocated in the week, if vacation pay, holiday pay, or severance pay), unemployment benefits are reduced by 50¢.
- The combination of earnings and benefits payable in the week cannot exceed 1.5 times the claimant's weekly unemployment benefit amount.



Bulk Vacation, Holiday, and Bonus



UITAX

2105301 000

THE PET SHOP

3024 W GRAND BLVD

DETROIT MI 48202-6024

My Profile



▲ Outstanding Balance: \$3,280.03

I WANT TO

Send Unemployment a Message

View My Accounts

Make a payment

Manage Reports and Payments

Set Mail Preference

Register Location Account

Use Voluntary Payment Worksheet

Payment Voucher

Register for Work-Share

PERIODS RECENTITEMS ACCOUNT SERVICES NAMES AND ADDRESSES

REPORTS AND PAYMENTS

Automated Payments

Schedule Automated Payment(s) (Desktop mode only)

BENEFIT SERVICES

Bulk Vacation, Holiday, Bonus

Determinations and Decisions

School Denial

Seeking Work Waiver

View Benefit Charges & Credits

Report Vacation, Holiday, Bonus Pay For Multiple Employees

Issue Status and Protestable Determinations

School Recess Period Questionnaire

Request for Registration and Seeking Work Waiver (RSW)

View & Protest Benefit Charges and Credits - 1770/1136

Request for Waiver

Request for Waiver of Penalty & Interest

Tax Protest

BENEFIT SERVICES

School Denial

Tax Protest

Bulk Vacation, Holiday, Bonus Report Vacation, Holiday, Bonus Pay For Multiple Employees

Determinations and Decisions Issue Status and Protestable Determinations

School Recess Period Questionnaire

Seeking Work Waiver Request for Registration and Seeking Work Waiver (RSW)

View Benefit Charges & Credits

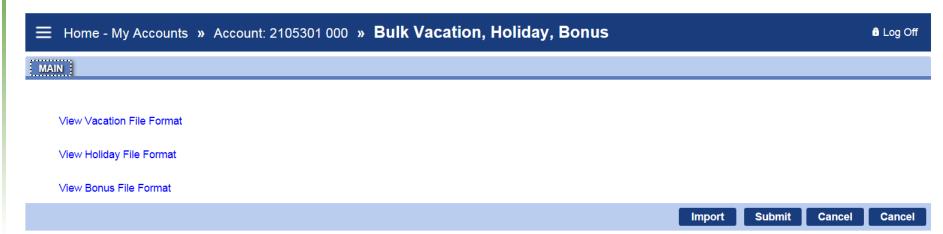
View & Protest Benefit Charges and Credits - 1770/1136



Bulk Vacation, Holiday, and Bonus

Submitting bulk files:

- Allows you to give consistent answers for every employee without having to complete multiple fact finding questionnaires.
- Prevents you from receiving fact finding correspondence in the mail or in your MiWAM account.
- Helps the Agency to more quickly determine the effect of special payments on benefits and decreases the chance of a delay in benefit payments for your employees.





Understand How the Claimant is Disqualified or Ineligible

DETERMINATIONS AND DECISIONS



Determinations and Decisions

Discharge, Firing, Misconduct

MES Act, Section 29(1)(b):

"[Misconduct in an unemployment compensation case is] ... conduct evincing such willful or wanton disregard of an employer's interests as is found in deliberate violations or disregard of standards of behavior which the employer has the right to expect of his employee, or in carelessness or negligence of such degree or recurrence as to manifest equal culpability, wrongful intent or evil design, or to show an intentional and substantial disregard of the employer's interests or of the employee's duties and obligations to his employer. On the other hand, mere inefficiency, unsatisfactory conduct, failure in good performance as the result of inability or incapacity, inadvertencies or ordinary negligence in isolated instances, or good-faith errors in judgment or discretion are not to be deemed 'misconduct' within the meaning of the [unemployment compensation] statute."



Discharge, Firing, Misconduct

- The "burden of proof" is on the employer to show:
 - "Misconduct" and
 - Connection with the work
- The discharge can be for a single, serious incident of misconduct (such as assault, theft, insubordination)
- The discharge can be for a series of incidents, no one of which would be misconduct but which, in the aggregate, can be considered misconduct. But the final incident in the series must show some degree of wrongdoing by the claimant to sustain disqualification.



Discharge, Firing, Misconduct

- A claimant who is disqualified cannot begin or continue to receive benefits from any employer until the claimant earns 17 times his/her weekly unemployment benefit amount (that is, "reworks").
- If the claimant satisfies the rework, the account of the employer involved in the discharge will not be charged. Instead, the "Nonchargeable Benefits Account" is charged.



Voluntary Leaving, Quit

In voluntary leaving separations, the burden of proof is on the claimant to show either:

- Leaving was involuntary, or
 - provide medical evidence that continuing work would be injurious, and
 - unsuccessfully attempted to secure alternate work from employer, and
 - unsuccessfully attempt to secure leave of absence.
- Leaving was voluntary but with good cause attributable to the employer.



Voluntary Leaving, Quit

- Leaving was voluntary, but with good cause attributable to the employer.
- Claimant must show attempt to correct legitimate problem by bringing it to employer's attention, and must show problem was not corrected after reasonable time.



Voluntary Leaving, Quit

- A claimant who is disqualified cannot begin or continue to receive benefits from any employer until the claimant earns 12 times his/her weekly unemployment benefit amount (that is, "rework").
- If the claimant satisfies the rework, the account of the employer involved in the quit will not be charged. Instead, the "Nonchargeable Benefits Account" is charged.



Fact Finding in MiWAM

ISSUE

FACT FINDING

BENEFIT DETERMINATIONS AND DECISIONS

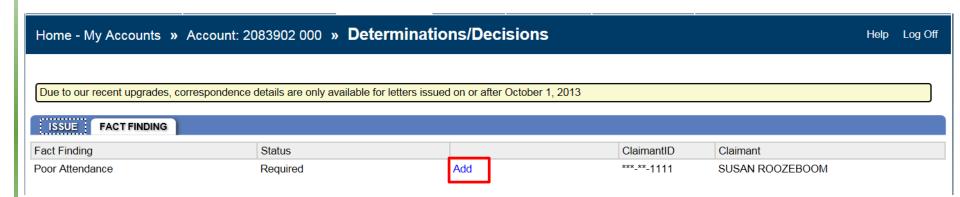
Determinations and Decisions that are associated to your account are listed below. If you wish to file a protest or appeal, please click the applicable link under **Action**. Note that once a protest or appeal is filed, a new determination must be issued before the issue can be acted upon again.

Filter						
Sent	Letter ID	Issue/Decision Type	Claimant	Claimant SSN Claim ID	Status	Action
04/19/2016	L0029301677	Monetary (Re)Determination	JUDY DEVRIES	***-**-1111	Determination Issued	File Protest
04/19/2016		Misconduct - Poor Attendance	JUDY DEVRIES	***-**-1111	Issue Closed, Level 1	File Protest
04/19/2016	L0029301201	Monetary (Re)Determination	KRISTINE SPARKS	***-**-1111	Determination Issued	File Protest
04/19/2016	L0029301539	Monetary (Re)Determination	RITA MILLER	***-**-1111	Determination Issued	File Protest
04/19/2016	L0029301594	Monetary (Re)Determination	RITA MILLER	***-**-1111	Determination Issued	File Protest
04/19/2016		Voluntary Quit - Personal Reasons	STEVE SPARKS	***-**-1111	Issue Closed, Level 1	Not Adversely Affected
04/19/2016	L0029301428	Monetary (Re)Determination	STEVE SPARKS	***-**-1111	Determination Issued	File Protest
		Misconduct - Poor Attendance	SUSAN ROOZEBOOM	***-**-1111	Pending Fact Finding - Add Additional Docs?	In Progress
04/19/2016	L0029301242	Monetary (Re)Determination	SUSAN ROOZEBOOM	***-**-1111	Determination Issued	File Protest

9 Rows



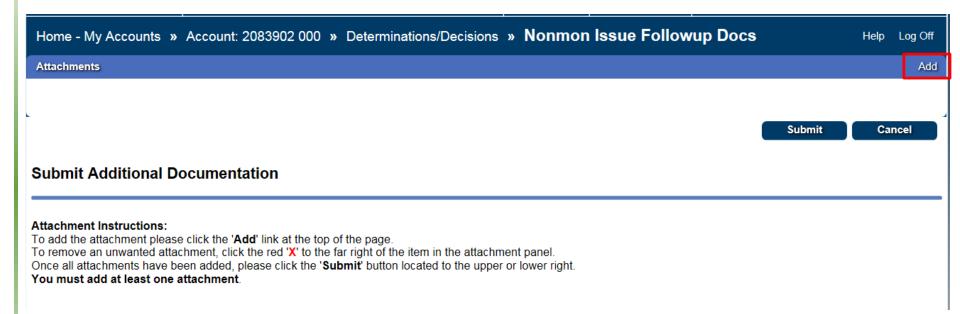
Fact Finding in MiWAM





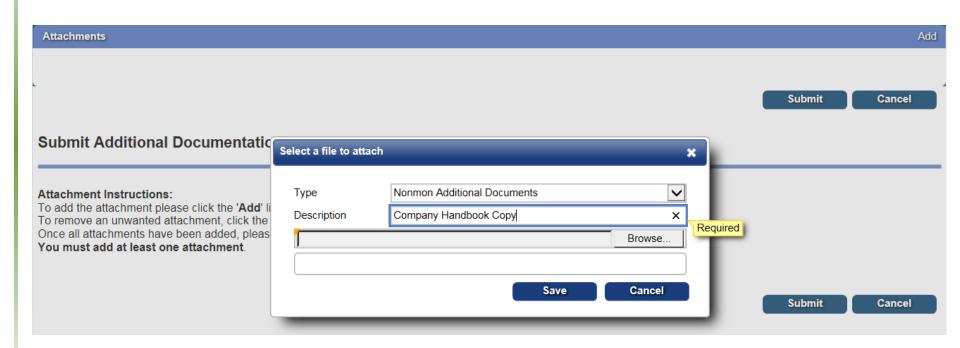
QUESTIONNAIRE: The original issue created was Poor Attendance. If this Issue is inaccurate, please update the Issue and Circumstance as appropriate. Change Issue Change Fact Finding On what date was the claimant fired? Required Required Name Who fired the claimant? Give name and title. Title On what date did the incident which caused the firing occur? Before the claimant was fired, did they receive any verbal or written warnings for the violation which Yes No caused their termination? Did claimant give you proper notification of his absence or tardiness at the earliest possible time? What was the reason for the claimant's last absence or tardiness?







Determinations and Decisions Fact Finding in MiWAM





UIA 1136 (Rev 09-13) Rick Snyder GOVERNOR



State of Michigan
Department of Licensing and Regulatory Affairs
Unemployment Insurance Agency 3024 W Grand Blvd, Detroit, MI 48202 www.michigan.gov/uia



Authorized By MCL 421.1 et seq. Shaun Thomas DIRECTOR

Credits

գերիրկնիրիգունինանիննինիիրկանին SUE'S EATERY 3024 W GRAND BLVD DETROIT MI 48202-6024

Mail Date: April 7, 2014 Letter ID: L0000047737 EAN: 2001306 000 Name: SUE'S EATERY

STATEMENT OF UNEMPLOYMENT BENEFITS CHARGED OR CREDITED TO EMPLOYER'S ACCOUNT

CALENDAR WEEK ENDING 04/05/2014

The Unemployment Insurance Agency (UIA) is required by section 421.21(a) of the Michigan employment Security (MES) Act to provide employers with statements summarizing the total benefits charged/credited against an employer's account. Please see charges and credits listed below.

Charges Claimant's SSN Claimant's Payment / Certification Adjustment Claimant SSN and name Week Ending Adjustment Reported Name Type Date Date Earnings of claimants 312551111 S. JAMES 04/01/2014 10/19/2013 Adjustment \$0.00 \$246.00 \$0.00 \$246.00 312551111 S. JAMES 04/01/2014 10/26/2013 Adjustment being paid and J. SPICER 412661111 04/01/2014 11/09/2013 Adjustment \$0.00 \$246.00 charged to 412661111 J. SPICER 04/01/2014 11/02/2013 Adjustment \$0.00 \$246.00 412661111 J. SPICER 04/01/2014 11/02/2013 Adjustment \$0.00 -\$246.00 employer TOTAL: \$738.00 Week for which benefits paid

> Gross wages reported by claimant

Amount charged to employer for that week

In accordance with Section 20(f) of the MES Act, if benefits for a week of unemployment are charged to a contributing employer, which the claimant during that week earns renumeration that equals or exceeds the amount of benefits charged to that employer, those benefits shall be charged to the nonchargeable benefits account and will not appear on this statement.

THIS IS NOT A REQUEST FOR PAYMENT - SEE IMPORTANT INFORMATION ON NEXT PAGE







UIA 1136 (Rev 09-13) Rick Snyder GOVERNOR



State of Michigan
Department of Licensing and Regulatory Affairs
Unemployment Insurance Agency
3024 W Grand Blvd, Detroit, MI 48202
www.michigan.gov/ula



Authorized By MCL 421.1 et seq. Shaun Thomas DIRECTOR

վելի կիկել վեր Մենի հանդին հայարերի հայարեր SUE'S EATERY 3024 W GRAND BLVD DETROIT MI 48202-6024 Mail Date: April 7, 2014 Letter ID: L0000047737 EAN: 2001306 000 Name: SUE'S EATERY

STATEMENT OF UNEMPLOYMENT BENEFITS CHARGED OR CREDITED TO EMPLOYER'S ACCOUNT

CALENDAR WEEK ENDING 04/05/2014

The Unemployment Insurance Agency (UIA) is required by section 421.21(a) of the Michigan employment Security (MES) Act to provide employers with statements summarizing the total benefits charged/credited against an employer's account. Please see charges and credits listed below.

Claimant's SSN Claimant's Payment / Certification Adjustment Claimant Charges / Name Adjustment Week Ending Type Reported Credits

Date Date Earnings

In accordance with Section 20(f) of the MES Act, if a claimant earns remuneration from a contributing employer that equals or exceeds that employer's benefit charged for that claimant for that week. Those benefits shall be charged to the non-chargeable benefits account. Those charges will not appear on this statement.

In accordance with Section 20(f) of the MES Act, if benefits for a week of unemployment are charged to a contributing employer, which the claimant during that week earns renumeration that equals or exceeds the amount of benefits charged to that employer, those benefits shall be charged to the non-chargeable benefits account and will not appear on this statement.

THIS IS NOT A REQUEST FOR PAYMENT - SEE IMPORTANT INFORMATION ON NEXT PAGE







2105301 000

THE PET SHOP

3024 W GRAND BLVD

DETROIT MI 48202-6024



▲ Outstanding Balance: \$3,280.03

I WANT TO

Send Unemployment a Message

View My Accounts

Make a payment

Manage Reports and Payments

Set Mail Preference

Register Location Account

Use Voluntary Payment Worksheet

Payment Voucher

Register for Work-Share

PERIODS RECENTITEMS ACCOUNT SERVICES NAMES AND ADDRESSES

REPORTS AND PAYMENTS

Automated Payments

Schedule Automated Payment(s) (Desktop mode only)

BENEFIT SERVICES

Bulk Vacation, Holiday, Bonus

Determinations and Decisions

School Denial

Seeking Work Waiver

View Benefit Charges & Credits

Report Vacation, Holiday, Bonus Pay For Multiple Employees

Issue Status and Protestable Determinations

School Recess Period Questionnaire

Request for Registration and Seeking Work Waiver (RSW)

View & Protest Benefit Charges and Credits - 1770/1136

Request for Waiver

Request for Waiver of Penalty & Interest

Tax Protest

BENEFIT SERVICES

Bulk Vacation, Holiday, Bonus

Tax Protest

School Denial

Report Vacation, Holiday, Bonus Pay For Multiple Employees

Determinations and Decisions Issue Status and Protestable Determinations

School Recess Period Questionnaire

Seeking Work Waiver Request for Registration and Seeking Work Waiver (RSW) View Benefit Charges & Credits View & Protest Benefit Charges and Credits - 1770/1136



Quarterly Benefit Charges and Credits

Select a quarter to view the details of the applied benefit charges and credits.

Filter

THE PET SHOP

Quarter	Total
31-Dec-2012	1,448.00
30-Jun-2013	1,448.00
30-Sep-2015	1,507.00
31-Dec-2015	5,127.00
31-Mar-2016	3,620.00
30-Jun-2016	3,894.57
30-Sep-2016	3,215.97

7 Rows



View Benefit Charges & Credits

Summary of Statement of Benefit Charges and Credits

Select an SSN to view details or to file a protest against a particular week's charges.

Employer Name: SPARKS BAKERY UIA Employer Account No.: 2083902 000

Employer Address: 3024 W GRAND BLVD Quarter: 6/30/2016

DETROIT MI 48202-6024

CLAIMANT INFORMATION

Claimant SSN	Claimant Last Name	Claimant First Initia Mail Date	LOC	Number of Items	Total
***-**-1111	ROOZEBOOM	S	000	2	519.84

Filfer

Total for Operating Unit: 2083902 000 2 \$519.84



View Benefit Charges & Credits

Weekly Benefit Charges and Credits

Employer Name: SPARKS BAKERY UIA Employer Account No.: 2083902 000

Employer Address: 3024 W GRAND BLVD Quarter: 6/30/2016

DETROIT MI 48202-6024

STATEMENT OF UNEMPLOYMENT BENEFITS CHARGED OR CREDITED TO EMPLOYER'S ACCOUNT

									Filler
Claimant SSN	Claimant Last Name	Claimant First Initial	LOC	Payment/ Adjustment Date	Cert Week End Date	Chg Typ	Claimant Earnings	Total	Action
***-**-1111	ROOZEBOOM	S	000	12-Apr-2016	02-Apr-2016		0.00	259.92	File Protest
***-**-1111	ROOZEBOOM	S	000	12-Apr-2016	09-Apr-2016		0.00	259.92	File Protest

2 Rows

Total for Unemployed Worke ***-**-1111 \$0.00 \$519.84

Cancel



View Benefit Charges & Credits

1136/1770 Benefit Protest

Attachment Instructions:

To add an attachment please click the 'Add' link at the top of the page.

To remove an unwanted attachment, click the red 'X' to the far right of the item in the attachment panel.

Once all attachments have been added, please click the 'Submit' button located to the upper or lower right.

Claimant Name ROOZEBOOM

Claimant SSN

Week Ending 02-Apr-2016

Please select your reason for filing a protest.

Require

Cancel

Ability Issue regarding claimant ability

Availability Issue regarding claimant availability

Earned Income Remuneration issue regarding unreported earned income

Excess Earnings Monetary issue regarding excess reported earnings

Seeking Work Issue regarding claimant seeking work activities



Seeking Work Waiver



ULTAX

2105301 000

THE PET SHOP

3024 W GRAND BLVD

DETROIT MI 48202-6024

My Profile

ACCOUNT ALERTS

A Outstanding Balance: \$3,280.03

I WANT TO

Send Unemployment a Message

View My Accounts

Make a payment

Manage Reports and Payments

Set Mail Preference

Register Location Account

Use Voluntary Payment Worksheet

Payment Voucher

Register for Work-Share

PERIODS RECENTITEMS ACCOUNT SERVICES NAMES AND ADDRESSES

REPORTS AND PAYMENTS

Automated Payments

Schedule Automated Payment(s) (Desktop mode only)

BENEFIT SERVICES

Bulk Vacation, Holiday, Bonus

Determinations and Decisions

School Denial

Seeking Work Waiver

View Benefit Charges & Credits

Report Vacation, Holiday, Bonus Pay For Multiple Employees

Issue Status and Protestable Determinations

School Recess Period Questionnaire

Request for Registration and Seeking Work Waiver (RSW)

View & Protest Benefit Charges and Credits - 1770/1136

Request for Waiver

Request for Waiver of Penalty & Interest

Tax Protest

BENEFIT SERVICES

Tax Protest

School Denial

Seeking Work Waiver

Bulk Vacation, Holiday, Bonus Report Vacation, Holiday, Bonus Pay For Multiple Employees

Determinations and Decisions Issue Status and Protestable Determinations

School Recess Period Questionnaire

Request for Registration and Seeking Work Waiver (RSW)

View Benefit Charges & Credits View & Protest Benefit Charges and Credits - 1770/1136



Seeking Work Waiver

Home - My Accounts » Ac	count: 2083902 000 »	Seeking W	ork Waiv	er					Help	Log Off
								Submit		ancel
	Request f	or Registra	tion and S	Seeking \	Work W	aiver (RS	SW)			
· ·	or Work, Availibility and Seeking	Work Requireme	ents under Sec exceed 45) is requeste	ed for the follo	wing employee	es on a temporary l	ayoff, not to	
UIA Account Number: 2083902										
Multi-Unit Number	000	х								
Last Day Worked	Required									
Back to Work Date	Required		Required							
If this waiver request covers all emp	ployees laid off on the Last Date	Worked entered	above, press \$	Submit.						
If this waiver request is limited to er registration for work, availability, an									will be waiv	ed from
Work Location of specific waived en	mployees									
								Submit		ancel



Administrative Law Hearings, What to Know

APPEALS



Protest Deadlines:

- A protest or appeal must be received by the UIA within 30 days of the date of mailing of the dispute Determination or Redetermination.
- The 30 days starts to run the day after the date of mailing, and every day counts, including weekends and holidays.
- If the 30th day is a weekend or holiday, the protest/appeal is due by the end of the next day that is not a weekend or holiday.



ISSUE

FACT FINDING

BENEFIT DETERMINATIONS AND DECISIONS

Determinations and Decisions that are associated to your account are listed below. If you wish to file a protest or appeal, please click the applicable link under **Action**. Note that once a protest or appeal is filed, a new determination must be issued before the issue can be acted upon again.

Filter						
Sent	Letter ID	Issue/Decision Type	Claimant	Claimant SSN Claim ID	Status	Action
04/19/2016	L0029301677	Monetary (Re)Determination	JUDY DEVRIES	***-**-1111	Determination Issued	File Protest
04/19/2016		Misconduct - Poor Attendance	JUDY DEVRIES	***-**-1111	Issue Closed, Level 1	File Protest
04/19/2016	L0029301201	Monetary (Re)Determination	KRISTINE SPARKS	***-**-1111	Determination Issued	File Protest
04/19/2016	L0029301539	Monetary (Re)Determination	RITA MILLER	***-**-1111	Determination Issued	File Protest
04/19/2016	L0029301594	Monetary (Re)Determination	RITA MILLER	***-**-1111	Determination Issued	File Protest
04/19/2016		Voluntary Quit - Personal Reasons	STEVE SPARKS	***-**-1111	Issue Closed, Level 1	Not Adversely Affected
04/19/2016	L0029301428	Monetary (Re)Determination	STEVE SPARKS	***-**-1111	Determination Issued	File Protest
		Misconduct - Poor Attendance	SUSAN ROOZEBOOM	***-**-1111	Pending Fact Finding - Add Additional Docs?	In Progress
04/19/2016	L0029301242	Monetary (Re)Determination	SUSAN ROOZEBOOM	***-**-1111	Determination Issued	File Protest

9 Rows



Attachments				Add
			Submit	Cancel
Due to our red	cent upgrades, corresponde	ence details are only available	for letters issued on or after October 1, 2013	
File Nonm	onetary Protest/A	Appeal		
Γo remove an	achment please click the unwanted attachment, cl		page. It of the item in the attachment panel. button located to the upper or lower right.	
etter ID	Not Available	Claimant Name	JUDY DEVRIES	
etter Sent	04/19/2016	Claimant SSN	***_***_1111	
I wish to pro	otest or appeal the (re)de	termination for the following	g reason(s). If you wish to attach supporting documentation, please see the instructions above.	
Required				

Submit

Cancel



Why is it important to attend the Administrative Law Hearing?

- The Administrative Law hearing is a de novo hearing, meaning that none
 of the documents previously given to the UIA will be considered by the
 Administrative Law Judge (ALJ) in reaching his/her decision.
 - The ALJ takes testimony under oath.
 - The ALJ applies the rules of evidence, similar to the way they are applied in a court of law.
 - Each party gives direct testimony, and is subject to cross-examination.
- If the appealing party does not appear at the hearing, the appeal will be dismissed for "lack of prosecution."
- If the party with the burden of proof does not appear at the hearing, the appeal could only be won if the other party makes a "mea culpa" statement.
- If the party with the burden of proof makes certain statements to meet that burden, the opposing party would wish to be present to respond to those statements, and to cross-examine those statements.



What happens at an Administrative Law Judge Hearing?

- The ALJ determines whether he/she has legal authority (called "jurisdiction") to hear the case. For example, if the appeal to the ALJ was late, the ALJ lacks authority to hear the case.
- The ALJ decides what issue(s) are before him/her for consideration.
 Generally, the issues are defined by the UIA in the Determination they issue.
- The claimant and employer present *information*, to the ALJ. They do this in the form of statements, under oath, at the hearing (called testimony") or in the form of documents supported by testimony, and in the form of answers to questions of the other party (called "cross-examining")
- The ALJ considers all the information and determines what is reliable and credible and what is not, and makes "findings of facts".
- The ALJ cites the Section of the *Michigan Employment Security Act* that applies to the case.
- The ALJ decides whether the party with the burden of proof has won their case by meeting that burden by a preponderance of the evidence.





Assistance is available, toll-free: 1-800-638-3994 and choose menu Item 2.

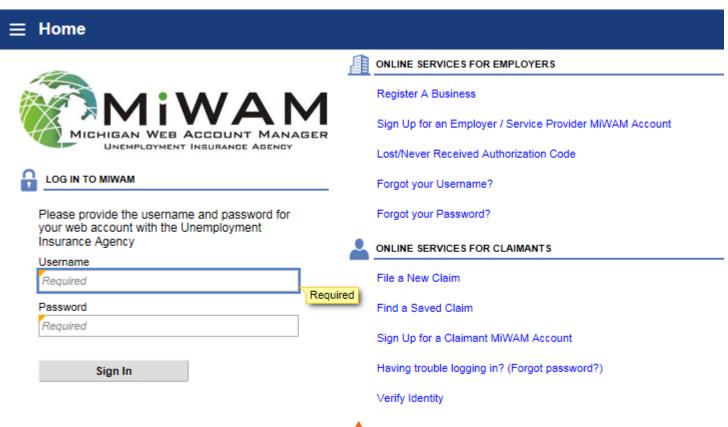


How Employers Can Help Prevent UI Fraud

- Verify each worker's earned income on Form UIA 1136, Bi-Weekly Statement of Charges/Credits to the Employer's Account.
- Review Form UIA 1770, Summary of Statement of Benefit Charges and Credits
- Immediately protest the *Monetary Determination* or the Bi-Weekly Statement of Charges/Credits to the Employer's Account.
- Have the victim report the fraudulent activity immediately as well.
- Report fraud on-line on the MIWAM sign-in page or by calling the UIA Fraud hotline at 1-855-UI-CRIME.



Reporting Fraud - MiWAM





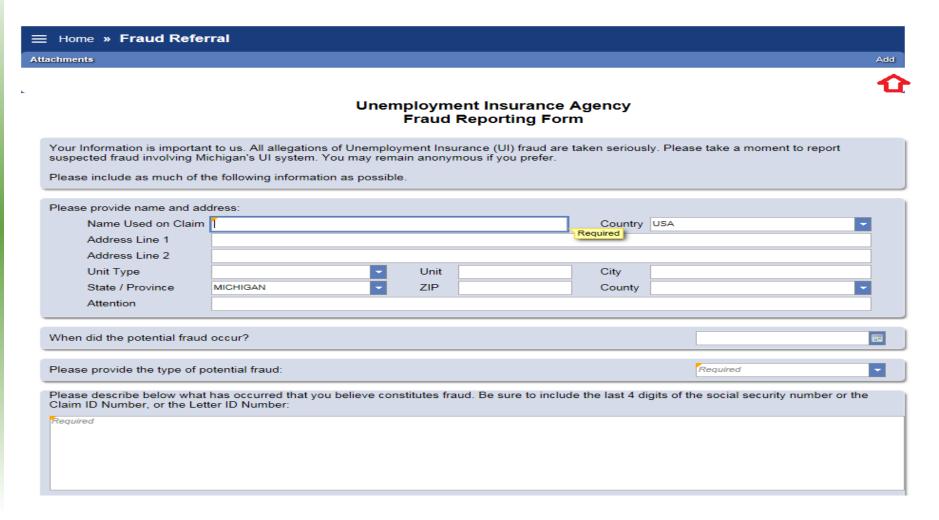
OTHER ONLINE SERVICES



Report Fraud

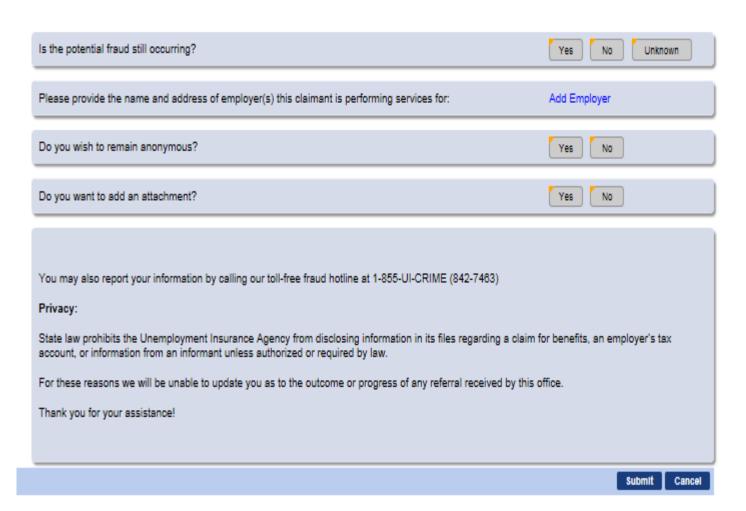


Reporting Fraud – MiWAM Part 1





Reporting Fraud – MiWAM Part 2





How Employers Can Help Prevent UI Fraud

Establish a Strong Data Security Plan

- Protect your employees Personally Identifiable Information (PII)
- Do not use SSN or driver's license numbers to identify employees on internal documents or correspondence (including email). Use an alternate employee ID number.
- Limit access to personal information to those who need it to perform their job duties.
- Don't mail, email or fax correspondence to the UIA or other outside sources that includes personal identifying information. If you must send this information through email, encrypt it.
- Don't leave any PII in plain view in the work place.
- Don't share your MiWAM or any other web account credentials where PII is utilized.



How do I report unemployment fraud?

If you suspect that someone is committing unemployment insurance fraud, you can report it on the UIA web site: Michigan.gov/uia, or call the

Fraud Hotline at 1-855-UI-CRIME (842-7463).

You can either remain anonymous, or provide your name and other information.

